A3940-1.7

College Placement Council, Inc. 62 Highland Avenue / Bethlehem, PA 18017

CPC Salary Survey

REGIONAL Report No. 2 March 1990

WESTERN REGION (WCPA)

Arizona State University
California Institute of Technology
California Poly. State University - San Luis Obispo
California State Poly University - Pomona
California State University - Fresno
California State University - Hayward
California State University - Long Beach
California State University - Los Angeles
California State University - Sacramento
University of California - Los Angeles
Gonzaga University
University of Idaho
Loyola Marymount University
Mills College
University of Nevada - Reno
Oregon State University
University of Oregon
Portland State University
University of Redlands
Saint Mary's College
San Diego State University
University of San Francisco
San Francisco State University
San Jose State University
Santa Clara University
University of Southern California
University of Southern California - Graduate School of Business
Stanford University
Washington State University
University of Washington
Westmont College

The career planning & placement offices that participate in the ***Salary Survey*** are divided into seven geographic regions. The participants listed comprise the **Western** Region.

The data are based on salary offers made to students graduating between September 1, 1989, and August 31, 1990. Tables on pages 1 through 8 list data on both regional and national levels for the interim period (February 8, 1990, through March 12, 1990) and cumulatively (September 1, 1989, and March 12, 1990).

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BACHELOR'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS

(Data Combined for Men and Women)

INTERIM PERIOD 2/8/90 THROUGH 3/12/90

CUMULATIVE PERIOD 9/1/89 THROUGH 3/12/90

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH
BUSINESS														
ACCOUNTING	116	734	$23781	$25614	$26500	$23000	$22000	157	2015	$23655	$26179	$26500	$23000	$21300
BUSINESS ADMIN (INCL MGMT	9	160	23656	23396	*	*	*	57	414	23355	22545	32000	23000	16200
DISTRIBUTION MANAGEMENT	+	10	+	26220				+	28	+	25108			
ECONOM & FINANCE (BANKING	31	205	22861	25105	27000	23000	19000	52	467	22857	24149	27000	22500	18000
HOTEL/RESTAURANT MGMT.	3	4	20200	20900	*	*	*	4	31	21900	20005	*	*	*
HUMAN RSRCS (incl LABOR R	3	20	20333	24740	*	*	*	5	50	23400	24153	*	*	*
MANAGEMENT INFO SYSTEMS	1	65	32400	26664	*	*	*	2	160	28700	26926	*	*	*
MARKETING/MARK MGMT (RESR	23	171	22661	22727	28200	21900	19000	58	501	22974	22759	27600	22900	19000
REAL ESTATE	3	5	22000	22900	*	*	*	4	14	22800	24561	*	*	*
COMMUNICATIONS														
ADVERTISING	1	11	18000	17238	*	*	*	1	22	18000	17985	*	*	*
COMMUNICATIONS	1	33	21000	19983	*	*	*	13	107	17562	20160	*	*	*
JOURNALISM	+	14	+	18879				1	37	13000	17351	*	*	*
TELECOMMUN/BROADCASTING	+	5	+	13920				+	13	+	18101			
EDUCATION														
ELEMENTARY EDUCATION	2	74	18300	19103	*	*	*	29	234	14802	19142	21400	12800	10000
PRE-ELEMENTARY EDUCATION	+	15	+	17584				+	23	+	16783			
PHYSICAL EDUCATION	+	5	+	17840				+	23	+	19397			
SPECIAL EDUCATION	+	22	+	20796				4	52	19845	19876	*	*	*
HOME ECONOMICS														
HUMAN ECOLOGY (HOME ECONO	+	5	+	21280				3	36	12667	18902	*	*	*
TEXTILES & CLOTHING	+	2	+	24300				2	30	15000	20538	*	*	*
MERCHANDISING MANAGEMENT	+	4	+	20158				+	28	+	18335			
HUMANITIES														
FOREIGN LANGUAGES	+	1	+	21400				+	6	+	22026			
LETTERS (incl English, Li	2	17	22300	20065	*	*	*	10	51	16139	19050	*	*	*
VISUAL & PERFORMING ARTS	+	7	+	18000				2	35	16000	18727	*	*	*
HUMANITIES - OTHER	+	17	+	31518				+	45	+	25247			
SOCIAL SCIENCES														
CRIMINAL JUSTICE	+	7	+	20227				1	13	21500	20583	*	*	*
HISTORY	1	3	26000	25000	*	*	*	1	8	26000	22469	*	*	*
POLITICAL SCIENCE/GOVT	1	16	30000	21706	*	*	*	7	42	22971	21986	*	*	*
PSYCHOLOGY	1	21	30000	20940	*	*	*	7	53	21500	19655	*	*	*
SOCIOLOGY	+	5	+	27900				1	12	24000	23624	*	*	*
SOCIAL SCIENCES-OTHER	+	4	+	16226				+	16	+	17827			
ENGINEERING														
AEROSPACE & AERONAUTICAL	+	70	+	30699				3	116	30100	30666	*	*	*
AGRICULTURAL	+	12	+	32006				+	15	+	31205			
ARCHITECTURAL	+	8	+	30590				+	22	+	30174			
BIOENGINEERING & BIOMEDIC	+	4	+	30353				2	6	28000	29568	*	*	*
CHEMICAL	4	438	34960	35336	*	*	*	4	673	34960	35207	*	*	*
CIVIL	1	174	25600	27762	*	*	*	15	410	26070	27645	*	*	*
COMPUTER	+	49	+	32310				1	84	30300	31899	*	*	*
ELECTRICAL/ELECTRONIC	5	433	25772	32025	*	*	*	24	950	29198	31624	32900	30438	25343

continued

BACHELOR'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS

(Data Combined for Men and Women)

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 2/8/90 THROUGH 3/12/90							CUMULATIVE PERIOD 9/1/89 THROUGH 3/12/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING (continued)														
ENIVRONMENTAL ENGINEERING	+	+	+	+				+	+	+	+			
INDUSTRIAL	+	151	+	$31196				7	297	$30415	$30964	*	*	*
MECHANICAL	3	512	$29933	32143	*	*	*	17	1045	28252	32082	*	*	*
METALLURGICAL	+	39	+	31872				+	74	+	31998			
MINING (INCL GEOLOGICAL)	+	+	+	+				+	16	+	28961			
NUCLEAR	+	5	+	31630				+	15	+	30583			
PETROLEUM	+	16	+	36788				+	58	+	36120			
TEXTILE	+	3	+	33669				+	3	+	33669			
ENGINEERING TECHNOLOGY	4	29	24200	31576	*	*	*	11	102	28783	29934	*	*	*
INDUSTRIAL TECHNOLOGY	+	2	+	29250				1	21	28000	24976	*	*	*
AGRICULTURAL & NATURAL RESOURCES														
AGRIBUSINESS	+	15	+	22924				1	36	28800	22649	*	*	*
ANIMAL SCIENCES	+	5	+	18400				+	16	+	17830			
PLANT SCIENCES	+	2	+	21500				+	5	+	21200			
NATURAL RESOURCES	+	1	+	17700				+	4	+	17925			
OTHER AGRICULTURAL SCIENC	+	3	+	30667				+	14	+	25223			
COMPUTER SCIENCE														
COMPUTER SCIENCE	14	134	29728	29217	*	*	*	25	370	28519	29091	$33000	$30000	$20000
COMPUTER PROGRAMMING	+	21	+	29110				+	30	+	28531			
INFORMATION SCIENCES & SY	1	48	32000	30014	*	*	*	1	149	32000	28615	*	*	*
SYSTEMS ANALYSIS	+	2	+	27250				+	2	+	27250			
HEALTH SCIENCES														
ALLIED HEALTH	+	37	+	27656				+	48	+	26526			
HEALTH SCIENCES	1	4	18000	24745	*	*	*	1	16	18000	22470	*	*	*
NURSING	1	14	32000	27450	*	*	*	1	23	32000	26630	*	*	*
PHARMACY	+	7	+	31677				+	17	+	33576			
SCIENCES														
ACTUARIAL	+	2	+	26000				+	7	+	28986			
ARCHITECTURAL & ENVIRONME	2	7	21600	26440	*	*	*	2	11	21600	23248	*	*	*
BIOLOGICAL	1	7	22000	20143	*	*	*	1	25	22000	21780	*	*	*
CHEMISTRY	+	24	+	29107				+	42	+	28057			
GEOLOGY & GEOLOGICAL SCI	+	2	+	15240				1	9	20000	19887	*	*	*
MATHEMATICS	1	17	31500	26721	*	*	*	3	66	25529	24250	*	*	*
PHYSICS	+	5	+	24400				+	11	+	25547			
OTHER PHYSICAL & EARTH SC	+	+	+	+				+	2	+	24000			
POLYMER SCIENCE	+	+	+	+				+	+	+	+			
TEXTILE SCIENCE	+	24	+	26861				+	24	+	26861			
TOTALS	236	3988						542	9400					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY FUNCTIONAL AREA FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 2/8/90 THROUGH 3/12/90							CUMULATIVE PERIOD 9/1/89 THROUGH 3/12/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES*			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES*		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
FINANCE														
ACCOUNTING (PUBLIC)	88	552	$23584	$25880	$26496	$23000	$22000	117	1583	$23302	$26417	$26100	$23000	$21000
ACCOUNTING (PRIVATE)	21	187	24818	24615	27000	25000	22000	36	456	24798	25049	27000	24750	22000
COMMERCIAL BANKING (CNSMR	3	21	22000	22257	*	*	*	3	44	22000	21059	*	*	*
COMMERCIAL BANKING (LENDG	2	20	19000	23674	*	*	*	2	60	19000	22844	*	*	*
INVESTMT BANKING (CORP FN	1	7	25000	28643	*	*	*	1	15	25000	28151	*	*	*
INVESTMT BANKNG (M & A)	+	4	+	25450				+	5	+	24627			
INVESTMT BANKG (REAL EST)	+	3	+	23067				1	6	32000	25033	*	*	*
INVESTMT BANKG (SALES & T	+	3	+	16183				+	4	+	19638			
FINANCIAL/TREASURY ANALYS	18	104	23712	26452	*	*	*	27	184	24586	26306	27000	24000	19000
PORTFOLIO MGMT/BROKERAGE	6	15	19200	20160	*	*	*	8	21	18500	20333	*	*	*
UNDERWRITING	+	7	+	22671				2	39	25800	22031	*	*	*
INSURANCE - CLAIMS	2	16	22450	22775	*	*	*	5	40	21904	21936	*	*	*
COMMUNICATIONS														
DESIGN/GRAPHIC ARTS	1	4	20000	21250	*	*	*	2	11	16000	18616	*	*	*
MEDIA PLANNING	+	3	+	16667				+	9	+	19382			
REPORTING	+	3	+	16167				+	7	+	15923			
PRODUCTION	+	7	+	27094				+	19	+	25762			
PUBLIC RELATIONS	2	12	22000	23167	*	*	*	3	27	20167	20830	*	*	*
WRITING / EDITING	+	12	+	17450				2	22	21860	17955	*	*	*
MARKETING														
ADVERTISING	+	14	+	19821				2	28	19020	19359	*	*	*
BRAND/PRODUCT MANAGEMENT	5	21	26300	27730	*	*	*	17	56	24621	25173	*	*	*
BUYER/MERCHANDISING	+	20	+	22602				7	97	26141	22647	*	*	*
DISTRIBUTION	+	12	+	31883				2	29	25600	26966	*	*	*
MARKET RESEARCH	+	9	+	27120				+	15	+	25856			
PURCHASING	1	9	24000	22905	*	*	*	2	20	20100	23423	*	*	*
SALES	17	222	23365	25009	*	*	*	48	549	24541	24670	32400	26400	15600
PUBLIC ADMINISTRATION														
EXECUTIVE, LEGISL, & GENL	+	6	+	22383				+	18	+	20519			
FINANC,TAXA, MONETARY POL	+	5	+	18512				+	14	+	21873			
ECONOMIC PROGRAMS	4	10	27000	27569	*	*	*	4	11	27000	26699	*	*	*
LAW ENFORCEMENT	+	9	+	26556				+	12	+	25083			
MILITARY	+	6	+	18280				+	39	+	21771			
NATIONAL SECURITY	+	1	+	21000				+	2	+	26850			
URBAN / REGIONAL PLANNING	+	+	+	+				+	1	+	27500			
ENGINEERING														
BIOENGINEERING	+	7	+	29371				+	12	+	27554			
DESIGN / CONSTRUCT	3	279	27048	30142	*	*	*	10	613	30010	29990	*	*	*
ENVIRONMENTAL/SANITATION	+	31	+	29627				3	56	32945	28852	*	*	*
MANUFACTURING/INDUSTRIAL	+	318	+	32550				7	712	30497	32172	*	*	*
SYSTEMS / PROGRAMMING	1	59	31000	30916	*	*	*	4	132	30325	30841	*	*	*
POWER SYSTEMS	1	61	32900	32242	*	*	*	6	130	30523	31767	*	*	*
SOFTWARE DESIGN & DEVELOP	1	50	24000	31606	*	*	*	5	117	29560	31403	*	*	*
HARDWARE DESIGN & DEVELOP	1	40	20000	32181	*	*	*	2	97	25000	31794	*	*	*

continued

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY FUNCTIONAL AREA FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 2/8/90 THROUGH 3/12/90							CUMULATIVE PERIOD 9/1/89 THROUGH 3/12/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES*			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES*		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING (continued)														
RESEARCH & DEVELOPMENT	1	129	$24000	$32612	*	*	*	2	265	$27000	$31905	*	*	*
TESTING	+	35	+	31190				2	107	31350	30487	*	*	*
PROCESS ENGINEERING	4	312	34960	35485	*	*	*	4	522	34960	35057	*	*	*
PROJECT ENGINEERING	4	132	31004	32696	*	*	*	7	379	28931	32276	*	*	*
OTHER ENGINEERING	3	375	24933	31952	*	*	*	31	597	26491	31466	$31200	$25343	$23808
HEALTH CARE														
ADMINISTRATIVE (HEALTH C	1	4	18000	23125	*	*	*	2	18	22050	21693	*	*	*
INDUSTRIAL HYGIENE	+	+	+	+				+	+	+	+			
MEDICAL TECHNOLOGY	+	1	+	28500				+	10	+	22371			
NURSES / PERSONAL CARE	1	15	32000	26420	*	*	*	1	24	32000	25629	*	*	*
OCCUPATIONAL THERAPY	+	13	+	26585				+	17	+	26332			
PHARMACIST	+	1	+	29500				+	7	+	35519			
PHYSICAL THERAPY	+	18	+	29489				+	18	+	29489			
RESPIRATORY THERAPY	+	3	+	18167				+	3	+	18167			
OTHER HEALTH RELATED	+	12	+	22542				+	28	+	20993			
SOCIAL SERVICES														
ADMINISTRATION	1	7	25000	19798	*	*	*	1	14	25000	18376	*	*	*
COUNSELING	+	11	+	17175				1	27	15600	16521	*	*	*
FUNDRAISING / DEVELOPMENT	+	+	+	+				+	5	+	17180			
SOCIAL WORK	+	7	+	18821				+	19	+	18556			
COMPUTER SCIENCE														
COMPUTER PROGRAMMING	6	117	30205	29092	*	*	*	10	329	28523	28210	*	*	*
INFORMATION SYSTEMS	4	81	29990	27129	*	*	*	8	172	24745	26945	*	*	*
SYSTEMS ANALYSIS & DESIGN	4	70	31475	30501	*	*	*	8	172	29187	29793	*	*	*
OTHER FUNCTIONAL CATEGORIES														
ACTUARIAL	+	5	+	29490				+	13	+	29604			
AGRICULTURE/NAT'L RESOURC	+	14	+	21390				+	49	+	20329			
ARCHITECTURE	1	1	19200	19200	*	*	*	1	6	19200	18308	*	*	*
CONSULTING	3	119	21567	28866	*	*	*	6	221	23367	28183	*	*	*
HUMAN RESRCS /INDUS RELS	1	14	20000	23436	*	*	*	5	41	22817	23478	*	*	*
MANAGEMENT TRAINEE	19	179	21542	22968	*	*	*	75	572	20833	21439	25000	21000	15300
MATH/STATISTICIANS	+	1	+	30600				+	8	+	23236			
PARALEGAL	+	2	+	12150				+	5	+	16460			
RESEARCHERS NON-TECHNICAL	1	3	26000	23000	*	*	*	1	6	26000	23833	*	*	*
RESEARCHERS - TECHNICAL	1	15	22000	28225	*	*	*	1	23	22000	27089	*	*	*
TEACHING	3	123	18733	19500	*	*	*	48	411	15513	19116	22000	15274	10000
TOTALS	236	3988						542	9400					

* Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

WCPA REGIONAL Report No. 2 MARCH 1990

(Data Combined for Men and Women)

MASTER'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS-INEXPERIENCED

GRADUATE ALL TYPES OF EMPLOYERS	INTERIM PERIOD 2/8/90 THROUGH 3/12/90							CUMULATIVE PERIOD 9/1/89 THROUGH 3/12/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
ACCOUNTING	1	56	$22800	$27929	*	*	*	1	141	$22800	$29205	*	*	*
MBA--NON-TECH	1	46	24000	35990	*	*	*	1	143	24000	33670	*	*	*
MBA--TECH	+	10	+	37650				+	26	+	36812			
MS-BUSINESS	+	+	+	+				9	16	31067	34006	*	*	*
PUBLIC ADMINISTRATION	+	+	+	+				+	+	+	+			
ECONOMICS & FINANCE (BANK	1	17	17160	39450	*	*	*	2	33	23580	37349	*	*	*
HOTEL/RESTAURANT MNGMT	+	+	+	+				+	+	+	+			
HUMAN RESOURCES (INCL LAB	+	8	+	30613				+	17	+	30102			
MANAGEMENT INFORMATION SY	1	2	28000	29500	*	*	*	3	5	33667	34080	*	*	*
MARKETING/MKTNG MGT (RESE	+	3	+	39974				+	6	+	37622			
MERCHANDISING MANAGEMENT	+	+	+	+				+	+	+	+			
COMMUNICATIONS														
ADVERTISING	+	+	+	+				+	+	+	+			
COMMUNICATIONS	+	+	+	+				1	3	35000	29000	*	*	*
JOURNALISM	+	+	+	+				+	+	+	+			
EDUCATION														
EDUCATION ADMINISTRATION	+	6	+	28622				1	9	26399	26681	*	*	*
ELEMENTARY EDUCATION	3	11	23593	22189	*	*	*	6	23	23546	22222	*	*	*
PHYSICAL EDUCATION	+	1	+	24500				+	1	+	24500			
READING EDUCATION	+	+	+	+				+	1	+	22000			
SPECIAL EDUCATION	5	14	22720	21471	*	*	*	5	24	22720	22129	*	*	*
HUMANITIES														
FOREIGN LANGUAGES	+	1	+	26000				+	1	+	26000			
LETTERS	+	1	+	22000				+	3	+	18000			
VISUAL & PERFORMING ARTS	+	1	+	21000				+	1	+	21000			
HUMANITIES - OTHER	+	1	+	23000				+	2	+	21500			
SOCIAL SCIENCES														
CRIMINAL JUSTICE	+	+	+	+				+	+	+	+			
HISTORY	+	1	+	20000				+	1	+	20000			
POLITICAL SCIENCE / GOVT	+	+	+	+				+	+	+	+			
PSYCHOLOGY	+	18	+	22246				+	24	+	23993			
SOCIOLOGY	+	+	+	+				+	+	+	+			
SOCIAL SCIENCES - OTHER	+	4	+	22315				+	5	+	22535			

continued

WCPA REGIONAL Report No. 2 MARCH 1990

(Data Combined for Men and Women)

MASTER'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS-INEXPERIENCED

GRADUATE ALL TYPES OF EMPLOYERS	INTERIM PERIOD 2/8/90 THROUGH 3/12/90							CUMULATIVE PERIOD 9/1/89 THROUGH 3/12/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING														
AEROSPACE & AERONAUTICAL	+	7	+	$33843				+	16	+	$34881			
AGRICULTURAL	+	3	+	36100				+	3	+	36100			
BIOENGINEERING & BIOMEDIC	+	1	+	42000				+	1	+	42000			
CHEMICAL	+	28	+	37530				+	38	+	37072			
CIVIL	+	48	+	32433				1	95	$38496	32076	*	*	*
COMPUTER	+	11	+	34011				+	12	+	34457			
ELECTRICAL/ELECTRONIC	+	63	+	36823				8	107	35945	36776	*	*	*
INDUSTRIAL	+	18	+	34653				2	27	36500	35454	*	*	*
MECHANICAL	+	58	+	36586				+	101	+	36606			
METALLURGICAL	+	11	+	36384				+	16	+	36976			
MINING & MINERAL	+	+	+	+				+	1	+	30000			
NUCLEAR	+	1	+	28800				+	1	+	28800			
PETROLEUM	+	2	+	34080				+	10	+	37626			
TEXTILE	+	+	+	+				+	+	+	+			
HEALTH SCIENCES														
ALLIED HEALTH	+	3	+	23000				+	5	+	25450			
HEALTH SCIENCES	+	+	+	+				+	2	+	20800			
NURSING	+	+	+	+				+	2	+	34900			
SCIENCES														
AGRICULTURAL & NATL RESOU	+	+	+	+				+	+	+	+			
ARCHITECTURAL & ENVIRONME	+	+	+	+				+	+	+	+			
BIOLOGICAL	+	2	+	20600				+	2	+	20600			
CHEMISTRY	+	6	+	32988				+	10	+	31893			
COMPUTER SCIENCE														
COMPUTER SCIENCE	+	23	+	36331				+	59	+	36959			
SCIENCES														
GEOLOGY & RELATED GEOLOGI	+	2	+	29680				+	13	+	32090			
MATHEMATICS (INCL ACTUARI	+	3	+	22395				+	11	+	29630			
PHYSICS	+	2	+	29960				+	5	+	29934			
POLYMER	+	+	+	+				+	2	+	34980			
TOTALS	12	493						40	1024					

Master's Degree Candidates - Experience [1]

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

GRADUATE ALL TYPES OF EMPLOYERS	INTERIM PERIOD 2/8/90 THROUGH 3/12/90							CUMULATIVE PERIOD 9/1/89 THROUGH 3/12/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
OVER 1 TO 2 YEARS														
MBA--NON-TECH	+	25	+	$43996				+	63	+	$41681			
MBA--TECH	+	8	+	56875				+	12	+	51917			
OVER 2 TO 4 YEARS														
MBA--NON-TECH	+	24	+	45022				+	60	+	44642			
MBA--TECH	+	31	+	50912				+	41	+	50948			
OVER 4 YEARS														
MBA--NON-TECH	+	26	+	39612				+	69	+	45272			
MBA--TECH	+	10	+	50670				+	17	+	56747			
TOTALS	+	124						+	262					

1 Years of previous full-time, nonmilitary employment
' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

DOCTORAL DEGREE CANDIDATES

AVERAGE SALARY OFFERS

(Data Combined for Men and Women)

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 2/8/90 THROUGH 3/12/90							CUMULATIVE PERIOD 9/1/89 THROUGH 3/12/90						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
BUSINESS ADMIN & MNGMT.	+	+	+	+				+	1	+	$38000			
COMPUTER & INFOR SCIENCES	+	+	+	+				+	1	+	58000			
ECONOMICS	+	1	+	$51903				+	2	+	44952			
EDUCATION														
EDUCATION ADMINISTRATION	+	1	+	29000				+	10	+	43870			
HUMANITIES & SOCIAL SCIENCES														
ENGLISH	+	+	+	+				+	+	+	+			
FOREIGN LANGUAGES	+	+	+	+				+	+	+	+			
HUMANITIES	+	+	+	+				+	1	+	24000			
PSYCHOLOGY	+	1	+	26000				+	4	+	37000			
SOCIOLOGY	+	+	+	+				+	+	+	+			
SOCIAL SCIENCES	+	+	+	+				+	4	+	31200			
ENGINEERING														
AEROSPACE	+	+	+	+				+	1	+	50000			
CHEMICAL	+	16	+	51968				+	25	+	50700			
CIVIL	+	+	+	+				+	1	+	37200			
COMPUTER	+	1	+	57000				+	1	+	57000			
ELECTRICAL/ELECTRONIC	1	6	$57000	57167	*	*	*	1	11	$57000	55900	*	*	*
INDUSTRIAL ENGINEERING	+	+	+	+				+	+	+	+			
MECHANICAL	+	5	+	47627				+	7	+	47019			
METALLURGICAL	+	4	+	49550				+	6	+	50553			
SCIENCES														
AGRICULTURE & NAT'L RESRC	+	+	+	+				+	2	+	33550			
BIOLOGICAL	+	+	+	+				+	+	+	+			
CHEMISTRY	+	30	+	46812				+	38	+	45307			
GEOLOGICAL SCIENCES	+	+	+	+				+	+	+	+			
MATHEMATICS	+	1	+	32000				+	3	+	34667			
PHYSICS	1	1	42000	42000	*	*	*	2	7	43440	41340	*	*	*
POLYMER	+	1	+	45000				+	1	+	45000			
TOTALS	2	68						3	126					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

AVERAGE SALARY OFFERS MARCH 1990 WCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 3/12/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMMF	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
ACCOUNTING	23300 116 27500/21000					24000 1			
BUSINESS ADMIN (INCL MGMT				21500 2		20400 2		21500 1	
ECONOM & FINANCE (BANKING	27000 4			21750 4			24000 1	25500 1	
MANAGEMENT INFO SYSTEMS							25000 1		
MARKETING/MARK MGMT (RESR				25000 2			22153 3	24000 1	
COMMUNICATIONS						12000 1	10000 1		
PSYCHOLOGY					10000 1	30000 1			
CIVIL									32000 1
COMPUTER							30300 1		
ELECTRICAL/ELECTRONIC						33000 1			32550 2
INDUSTRIAL								26000 1	
COMPUTER SCIENCE				26760 1		28667 3	26800 2	40000 1	
ARCHITECTURAL & ENVIRONME			19200 1						24000 1

AVERAGE SALARY OFFERS MARCH 1990 WCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 3/12/90 90th: 22080 / 10th: 18330 PART 2 - PAGE 1

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
ACCOUNTING	24900 10		22000 1						
BUSINESS ADMIN (INCL MGMT	26333 3		17436 2	21405 4		19292 13			16500 1
ECONOM & FINANCE (BANKING	20800 12		19900 2	24000 2		21840 5			
HOTEL/RESTAURANT MGMT.			20200 3						
HUMAN RSRCS (incl LABOR R				23000 1	20000 1	21000 2			
MARKETING/MARK MGMT (RESR	25333 3	19000 1	23000 2	21900 1		22196 22 28500/19000			
REAL ESTATE	21600 2								
ADVERTISING	18000 1								
COMMUNICATIONS	21000 1					20214 7			
JOURNALISM									13000 1
TEXTILES & CLOTHING						15000 2			
CRIMINAL JUSTICE						21500 1			
POLITICAL SCIENCE/GOVT	27500 1					20660 5			
PSYCHOLOGY	29000 2	15300 1		21600 1					
SOCIOLOGY						24000 1			
ENGINEERING TECHNOLOGY						30000 1			

AVERAGE SALARY OFFERS MARCH 1990 WCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 3/12/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
ACCOUNTING						23372 2	23000 10		
BUSINESS ADMIN (INCL MGMT			35000 1				20492 2		
ECONOM & FINANCE (BANKING	19000 1		24400 3			19000 1			
HUMAN RSRCS (incl LABOR R						32000 1			
MARKETING/MARK MGMT (RESR	21500 2		20400 1						26000 1
REAL ESTATE	24000 2								
ELEMENTARY EDUCATION					14802 29 23517/10000				
SPECIAL EDUCATION					19845 4				
HUMAN ECOLOGY (HOME ECONO					12667 3				
LETTERS (incl English, Li					15737 8	20500 1			
VISUAL & PERFORMING ARTS					16000 2				
CIVIL						25600 1	25718 12		
ELECTRICAL/ELECTRONIC				33400 1		25302 7			
INDUSTRIAL			32200 1						
MECHANICAL						25862 7	25343 1		
COMPUTER SCIENCE						20548 4			
HEALTH SCIENCES									18000 1
NURSING									32000 1
GEOLOGY & GEOLOGICAL SCI					20000 1				
MATHEMATICS					22544 2				

AVERAGE SALARY OFFERS MARCH 1990 WCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 3/12/90 90th: 22080 / 10th: 18330 PART 4 - PAGE 1

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
ACCOUNTING	22000 1				27180 2			24533 3	30000 1
BUSINESS ADMIN (INCL MGMT					25975 4		25000 1	28467 3	27283 6
ECONOM & FINANCE (BANKING									25800 2
MARKETING/MARK MGMT (RESR									25888 3
COMMUNICATIONS									23800 1
HISTORY		26000 1							
POLITICAL SCIENCE/GOVT						30000 1			
PSYCHOLOGY			15600 1						
AEROSPACE & AERONAUTICAL					30100 3				
BIOENGINEERING & BIOMEDIC									28000 2
CHEMICAL									34613 3
ELECTRICAL/ELECTRONIC					30228 9				
INDUSTRIAL					31850 2				29501 2
MECHANICAL					29250 4		27900 2		
ENGINEERING TECHNOLOGY					27444 5			24300 2	
INDUSTRIAL TECHNOLOGY					28000 1				
AGRIBUSINESS									28800 1
COMPUTER SCIENCE					30320 5			28128 1	32400 1
BIOLOGICAL									22000 1

AVERAGE SALARY OFFERS MARCH 1990 WCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 3/12/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
ACCOUNTING	28340 3						18000 1		26310 4
BUSINESS ADMIN (INCL MGMT	28167 3	24300 2		22500 1					26650 2
ECONOM & FINANCE (BANKING	24800 5	22340 2	27500 1						24625 4
HOTEL/RESTAURANT MGMT.									27000 1
MANAGEMENT INFO SYSTEMS	32400 1								
MARKETING/MARK MGMT (RESR	20367 3	23040 1	17200 2	23600 2					25750 4
COMMUNICATIONS			10000 2						
CHEMICAL									36000 1
ELECTRICAL/ELECTRONIC	31200 1	28450 2							
INDUSTRIAL	32001 1								
MECHANICAL	31200 1								35900 1
ENGINEERING TECHNOLOGY	31800 1		35000 1						33996 1
COMPUTER SCIENCE	28840 5								34500 1
INFORMATION SCIENCES & SY								32000 1	
MATHEMATICS		31500 1							

AVERAGE SALARY OFFERS MARCH 1990 WCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 3/12/90 90th: 22080 / 10th: 18330 PART 6 - PAGE 1

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
ACCOUNTING							25500 2
BUSINESS ADMIN (INCL MGMT							24071 4
ECONOM & FINANCE (BANKING			20000 2				
MARKETING/MARK MGMT (RESR	19000 1				16020 1		35000 2
LETTERS (incl English, Li	15000 1						
CIVIL							24840 1
ELECTRICAL/ELECTRONIC							32000 1
MECHANICAL							34000 1
COMPUTER SCIENCE							33600 1

AVERAGE SALARY OFFERS MARCH 1990 WCPA REGIONAL CUMULATIVE REPORT
BY TECH - NON TECH/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 3/12/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
BACHELOR - NON TECHNICAL	23424 120 27500/21000			22500 8	10000 1	21360 5	20910 6	23667 3	
BACHELOR - TECHNICAL			19200 1	26760 1		29750 4	27967 3	33000 2	30275 4

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
BACHELOR - NON TECHNICAL	23466 35 48000/18000	17150 2	20327 10	22236 9	20000 1	20872 58 33000/16000			14750 2
BACHELOR - TECHNICAL						30000 1			

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
BACHELOR - NON TECHNICAL	22000 5		25720 5		15316 46 26000/10000	23649 5	22582 12		26000 1
BACHELOR - TECHNICAL			32200 1	33400 1	21696 3	24523 19	25689 13		25000 2

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
BACHELOR - NON TECHNICAL	22000 1	26000 1	15600 1		26377 6	30000 1	25000 1	26500 6	26674 13
BACHELOR - TECHNICAL					29651 29 32472/27000		27900 2	25576 3	30204 10

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
BACHELOR - NON TECHNICAL	25801 15	23264 5	16380 5	23233 3			18000 1		25803 15
BACHELOR - TECHNICAL	30045 9	29467 3	35000 1					32000 1	35099 4

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
BACHELOR - NON TECHNICAL	17000 2		20000 2		16020 1		27161 8
BACHELOR - TECHNICAL							31110 4

AVERAGE SALARY OFFERS MARCH 1990 WCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 3/12/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ACCOUNTING (PU	ACCOUNTING (PR	COMMERCIAL BAN	COMMERCIAL BAN	INVESTMT BANKI	INVESTMT BANKN	INVESTMT BANKG	INVESTMT BANKG	FINANCIAL/TREA
ACCOUNTING	23330 116 30204/21000	24805 26 33000/22000							24181 14
BUSINESS ADMIN (INCL MGMT	20000 1	22080 1	23000 1				32000 1		25800 1
ECONOM & FINANCE (BANKING		24786 7	20000 1	19000 1	25000 1				24788 10
MARKETING/MARK MGMT (RESR		27000 1	23000 1	19000 1					25800 2
REAL ESTATE		25200 1							

AVERAGE SALARY OFFERS MARCH 1990 WCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 3/12/90 90th: 22080 / 10th: 18330 PART 2 - PAGE 1

CURRICULUM	PORTFOLIO MGMT	UNDERWRITING	INSURANCE - CL	DESIGN/GRAPHIC	MEDIA PLANNING	REPORTING	PRODUCTION	PUBLIC RELATIO	WRITING / EDIT
BUSINESS ADMIN (INCL MGMT			21540 3	12000 1				16500 1	
ECONOM & FINANCE (BANKING	18400 3	30000 1							
HUMAN RSRCS (incl LABOR R			23000 1						
MARKETING/MARK MGMT (RESR	24000 1		21900 1	20000 1				22000 2	
REAL ESTATE	18000 1								
ADVERTISING	18000 1								
JOURNALISM									13000 1
POLITICAL SCIENCE/GOVT	22800 1								
PSYCHOLOGY	10000 1	21600 1							
ELECTRICAL/ELECTRONIC									30720 1

AVERAGE SALARY OFFERS MARCH 1990 WCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 3/12/90 90th: 22080 / 10th: 18330 PART 3 - PAGE 1

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	EXECUTIVE, LEG	FINANC,TAXA, M
BUSINESS ADMIN (INCL MGMT		29625 4	26141 7	25200 1		20100 2	27017 12		
ECONOM & FINANCE (BANKING		18067 3					21150 6		
HOTEL/RESTAURANT MGMT.		27000 1							
HUMAN RSRCS (incl LABOR R							18000 1		
MARKETING/MARK MGMT (RESR	23040 1	25872 5		26000 1			24235 16		
REAL ESTATE							24000 2		
COMMUNICATIONS		19500 2					14600 3		
LETTERS (incl English, Li	15000 1	20500 1							
POLITICAL SCIENCE/GOVT		30000 1					27500 1		
PSYCHOLOGY							29000 2		
BIOENGINEERING & BIOMEDIC							28000 2		
INDUSTRIAL							29501 2		
AGRIBUSINESS							28800 1		

AVERAGE SALARY OFFERS MARCH 1990 WCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 3/12/90 90th: 22080 / 10th: 18330 PART 4 - PAGE 1

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
ECONOM & FINANCE (BANKING	27000 4								
AEROSPACE & AERONAUTICAL							29100 1		
CIVIL								32718 2	
ELECTRICAL/ELECTRONIC							28908 2	33400 1	30396 1
INDUSTRIAL							32001 1		32200 2
MECHANICAL							30100 5		25343 1
ENGINEERING TECHNOLOGY							30680 1		31113 3

AVERAGE SALARY OFFERS MARCH 1990 WCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 3/12/90

Sample Block: Average: 20250 706 # of Offers

90th: 22080 / 10th: 18330

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	OTHER ENGINEER
ECONOM & FINANCE (BANKING	27000 1								
AEROSPACE & AERONAUTICAL					30000 1	31200 1			
CHEMICAL							34960 4		
CIVIL								25152 2	25029 11
COMPUTER	30300 1								
ELECTRICAL/ELECTRONIC	33000 1	30523 6		20000 1	24000 1			31616 1	27959 8
INDUSTRIAL						31500 1			
MECHANICAL			31200 1	30000 1				31100 2	25862 7
ENGINEERING TECHNOLOGY								29200 2	27732 3
INDUSTRIAL TECHNOLOGY									28000 1
COMPUTER SCIENCE	31000 1		29150 4						30000 1

AVERAGE SALARY OFFERS MARCH 1990 WCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 3/12/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ADMINISTRATIVE	INDUSTRIAL HYG	MEDICAL TECHNO	NURSES / PERSO	OCCUPATIONAL T	PHARMACIST	PHYSICAL THERA	RESPIRATORY TH	OTHER HEALTH R
BUSINESS ADMIN (INCL MGMT	26100 1								
HEALTH SCIENCES	18000 1								
NURSING				32000 1					

AVERAGE SALARY OFFERS MARCH 1990 WCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 3/12/90 90th: 22080 / 10th: 18330 PART 7 - PAGE 1

CURRICULUM	ADMINISTRATION	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTURE/NA
BUSINESS ADMIN (INCL MGMT						25000 1			
MANAGEMENT INFO SYSTEMS							28700 2		
MARKETING/MARK MGMT (RESR					14400 1	21000 1			
LETTERS (incl English, Li	25000 1								
PSYCHOLOGY		15600 1							
COMPUTER SCIENCE					29916 8	23992 5	29349 6		
INFORMATION SCIENCES & SY						32000 1			
MATHEMATICS					31500 1				

AVERAGE SALARY OFFERS MARCH 1990 WCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 3/12/90 90th: 22080 / 10th: 18330 PART 8 - PAGE 1

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
ACCOUNTING				24000 1					
BUSINESS ADMIN (INCL MGMT		21500 1	20695 3	19299 15					
ECONOM & FINANCE (BANKING		25500 1		21262 13					
HOTEL/RESTAURANT MGMT.				20200 3					
HUMAN RSRCS (incl LABOR R			26000 2	24000 1					
MARKETING/MARK MGMT (RESR		24000 1		21656 22 26500/19000					
COMMUNICATIONS				18188 8					
ELEMENTARY EDUCATION									14802 29 23517/10000
SPECIAL EDUCATION									19845 4
HUMAN ECOLOGY (HOME ECONO									12667 3
TEXTILES & CLOTHING				15000 2					
LETTERS (incl English, Li									14413 7
VISUAL & PERFORMING ARTS									16000 2
CRIMINAL JUSTICE				21500 1					
HISTORY							26000 1		
POLITICAL SCIENCE/GOVT				20125 4					
PSYCHOLOGY				22650 2					
SOCIOLOGY				24000 1					
ELECTRICAL/ELECTRONIC				33000 1					
INDUSTRIAL		26000 1							
ENGINEERING TECHNOLOGY		19200 1		31800 1					
ARCHITECTURAL & ENVIRONME	19200 1	24000 1							
BIOLOGICAL								22000 1	

AVERAGE SALARY OFFERS MARCH 1990 WCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 3/12/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
GEOLOGY & GEOLOGICAL SCI									20000 1
MATHEMATICS									22544 2

AVERAGE SALARY OFFERS MARCH 1990 WCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY TECH - NON TECH/FUNCTION CUMULATIVE PERIOD 9/1/89 THROUGH 3/12/90 90th: 22080 / 10th: 18330

CURRICULUM	ACCOUNTING (PU	ACCOUNTING (PR	COMMERCIAL BAN	COMMERCIAL BAN	INVESTMT BANKI	INVESTMT BANKN	INVESTMT BANKG	INVESTMT BANKG	FINANCIAL/TREA
BACHELOR - NON TECHNICAL	23302 117 30204/21000	24798 36 33000/22000	22000 3	19000 2	25000 1		32000 1		24586 27 42000/19000
BACHELOR - TECHNICAL									

CURRICULUM	PORTFOLIO MGMT	UNDERWRITING	INSURANCE - CL	DESIGN/GRAPHIC	MEDIA PLANNING	REPORTING	PRODUCTION	PUBLIC RELATIO	WRITING / EDIT
BACHELOR - NON TECHNICAL	18500 8	25800 2	21904 5	16000 2	——			20167 3	13000 1
BACHELOR - TECHNICAL									30720 1

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	EXECUTIVE, LEG	FINANC,TAXA, M
BACHELOR - NON TECHNICAL	19020 2	24621 17	26141 7	25600 2		20100 2	24050 43 48000/15600		
BACHELOR - TECHNICAL							28760 5		

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
BACHELOR - NON TECHNICAL	27000 4								
BACHELOR - TECHNICAL							30010 10	32945 3	30497 7

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	OTHER ENGINEER
BACHELOR - NON TECHNICAL	27000 1								
BACHELOR - TECHNICAL	31433 3	30523 6	29560 5	25000 2	27000 2	31350 2	34960 4	28931 7	26491 31 33996/23808

CURRICULUM	ADMINISTRATIVE	INDUSTRIAL HYG	MEDICAL TECHNO	NURSES / PERSO	OCCUPATIONAL T	PHARMACIST	PHYSICAL THERA	RESPIRATORY TH	OTHER HEALTH R
BACHELOR - NON TECHNICAL	26100 1								
BACHELOR - TECHNICAL	18000 1			32000 1					

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CURRICULUM	ADMINISTRATION	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTURE/NA
BACHELOR - NON TECHNICAL	25000 1	15600 1			14400 1	23000 2	28700 2		
BACHELOR - TECHNICAL					30092 9	25327 6	29349 6		

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
BACHELOR - NON TECHNICAL		23667 3	22817 5	20517 73 30000/15300			26000 1		15101 45 26000/10000
BACHELOR - TECHNICAL	19200 1	23067 3		32400 2				22000 1	21696 3

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BY TECH - NON TECH/EMPLOYER CUMULATIVE PERIOD 9/1/89 THROUGH 3/12/90

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
MBA--NON-TECH									
MBA--TECH									

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
MBA--NON-TECH									
MBA--TECH									

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
MBA--NON-TECH					24000 1				
MBA--TECH									

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
MBA--NON-TECH									
MBA--TECH									

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
MBA--NON-TECH									
MBA--TECH									

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
MBA--NON-TECH							
MBA--TECH							